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LEADERSHIP PSYCHOLOGY AND LEADERS' CHARACTERISTICS AND METHODS

Abstract: The word "leadership" is used in dictionaries to refer to management, counseling, observation, guidance, and instruction. Eliminating the shortcomings of leadership style means focusing on all elements of management. First of all, the leader should be free from the above shortcomings and organize his work on the basis of a number of positive qualities.

Key words: leadership, management, counseling, observation, guidance, instruction, positive qualities, requirements for leaders.

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Introduction

Leaders should base their activities on the following positive qualities:

- The leader must skillfully use his rights and powers to balance the public interest with the personal interests of the community and employees. But without compromising the interests of the state, personal interests must be subordinated to the common good;

- Only a leader with a reputation in the team can manage production well. At the same time, it is important to remember that prestige is gained not only through a position of service, but primarily through knowledge, experience, attitude to work and employees;

- A leader must be calm, resilient in any situation, polite and courteous. He has to be able to control his behavior, control his moods and emotions, and set an example for his subordinates in walking.

II.Literature review

Not everyone likes the command. Therefore, the order given to subordinates should be not only in the form of a direct order, but also in the form of assignments and tasks, advice. Here are some tips to help you get started:

Although Owen YANG held the position, he never gave orders to any of his subordinates. He preferred to give advice rather than give orders. Such a gentle approach, on the one hand, gave Owen a great reputation, and on the other hand, ensured that the work of the office was always smooth and harmonious. That is, he never said, "Do this or that," or "Don't do that." Instead, think of these as actions that you must take on a regular basis, such as "Think about it" or "Do you think it will work?" the manager should listen carefully and respectfully to the opinions and advice of subordinates, and listen and discuss them calmly, even if he or she does not personally agree with these suggestions.

When it was necessary to send a letter to an organization, Yang would write the text of the letter from beginning to end, and at the end he would ask his employee, "What do you think about the text of the letter?" If the text of a letter is prepared by an employee, after reading it, if there is a shortcoming or dislike, instead of putting it on the face of the employee, he thinks in the form of advice: "Maybe we should write the text a little differently, what do you say? ?". Yang never instructs his staff on what to do, allowing them to perform their duties independently. It encourages them to act independently, to draw

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appropriate conclusions from their mistakes, and to make a habit of not repeating themselves. Indeed, such an attitude teaches employees independence, the ability to quickly correct mistakes and get the job done to the end. In addition, this method never undermines the dignity of employees, and, in particular, inspires in them a strong belief in their capabilities and skills, a passion for work. This means that if a leader wants to instill in people a sense of warmth and respect for him, he must abandon the negative qualities, that is, the tone of commanding, giving advice, and seek advice from them. Then he will benefit more from the common good.

III. Analysis

The leader must insist on discipline and order and not ignore any misconduct by subordinates. Demand is the foundation of education and the strongest foundation of conscious discipline. Positive qualities in a leader, such as the ability to manage people, care about people, initiative, perseverance, independence, assertiveness, the ability to consult with subordinates, to keep their word, help to get rid of the negative flaws in him. The leader should try not to fall into the trap of negative flaws. Here are ten rules you must follow to stay in office:

1. Get as busy as you can. Do your best to increase your company's customers.
2. Explore the computer.
3. Learn a foreign language.
4. Create your own archive. Write down the addresses and telephone numbers of the necessary organizations and people. They are needed in case of emergency.
5. Always say yes. Try to do everything. Even if you don't have the ability, try to do something you haven't done before. The quickest way to quit is to say, "It's none of my business." Avoid saying that.
6. Know how to make beautiful gestures. Let the firm know that you are willing to spare no time to get it out of this situation, even when it is in crisis.
7. Continuously improve your skills.
8. In dealing with others, be gentle and kind. Unique, gentle, friendly mood improves the atmosphere in the team, strengthens mutual trust, and encourages people to unite.
9. Try to know and be able to do something that others do not know and cannot do. It will be a great light upon light.
10. Working hours should not be just "from and to". If you are at work before or after work in the morning, know that this will not go unnoticed.

IV. Discussion

A leader's style of work is his unique approach to solving certain issues in the management process. When a leader makes a decision, organizes its implementation, and oversees the work of his subordinates, he acts in accordance with his

responsibilities. However, each leader acts in a unique way, in a way that defines his or her own style of leadership in the management process. Just as no two people are exactly alike, there is no one-size-fits-all approach to leadership. Leadership style is built on the way leaders communicate with their subordinates. The style is determined by the intellectual potential, qualities of the governing body, its individual characteristics. Leadership style has a certain interaction with management methods. The method of management also consists of a set of methods and ways of carrying out management activities, effective, purposeful influence on the management system, that is, the mechanism of implementation of management functions.

However, it should be noted that the method is an independent concept that does not depend entirely on the objective leader. Although style is a set of methods of influence, it differs from the method in that it is determined by the subjective, individual characteristics of the leader. For comparison, although the musical note is the same for everyone, the musicians' performance styles are different. We can see this in the following examples.

All managers should use the economic method of management to motivate employees. But some leaders try to spend more on individual incentives, while others try to spend more on team motivation. Some executives prefer to be rewarded based on quarterly results, while others prefer to be rewarded based on annual performance. Organizational and administrative methods, such as issuing orders and directives, are also used differently by managers. Even if they are not, it is possible to perform command and vice versa control functions without commands. It is possible to issue an order and leave it unattended, as well as to establish clear and practical control over its execution. Thus, different leaders approach the implementation of certain methods with their own individual methods. At the same time, it would be wrong to assume that the leadership style has a completely individual basis.

The style of leadership is influenced by many objective factors, such as the laws and principles of management, the unique requirements for leaders, the socio-psychological environment in the team, the methods used by top managers in management. This means that the subjective and objective elements of the leadership style are mixed in the activities of each leader.

Subjective elements of the leader:

- business acumen and personal qualities;
- client, ability and interest; knowledge, skills and abilities;
- entrepreneurship and initiative.

The practice of assessing the diligence and spiritual and cultural qualities of leaders shows that the first priority is to have faith, a sense of personal responsibility for the work assigned, honesty,

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conscientiousness, kindness and consideration for people. The ability to make informed decisions quickly and independently, personal discipline, diligence, organizational skills, and the ability to establish and maintain discipline in a team are highly valued.

Depending on the character of the leadership style and the attitude towards subordinates, all leaders can be divided into the following three types.

Classification of leaders according to leadership style.

Autocratic leaders. This type of leader:

- does not take public opinion into account when issuing orders, making decisions, punishing or encouraging employees;
- keeps away from the team;
- restricts direct communication between team members;
- cannot stand criticism of his wrongdoing;
- likes to sharply criticize the actions of subordinates;
- constantly strives to give orders, to subdue everyone to their wishes;
- does not like to talk much, but when dealing with his subordinates, his leadership pride and high self-esteem are noticeable;
- he is in a mood to frown in front of his subordinates.

In short, an autocratic leader grows up to be self-sufficient, self-confident, over-confident, and over-judgmental. If such a leader gets out of control, there will be extreme negative situations such as rudeness, arrogance, pressure, coercion. But autocratic rule is not bad in every way. In some cases, subordinates may choose an autocratic style because of their culture or immorality.

Liberal leader. This type of leader:

- without office, without initiative;
- does not like to take responsibility;
- leaves the case to chance;
- afraid to be strict with the office;
- takes extreme care of himself;

- does not want to break the relationship with any employee;

- not demanding, controls sluggishly;
- makes himself unconscious, even if he is directly abused;

Such a leader is known for his propensity for outside influence.

Democratic leader. This type of leader:

- performs management functions by calculating team opinion;
- engages employees in production management;
- listens to their opinions;
- consults with them, takes into account their positive aspects;
- treats everyone equally and sincerely, does not show superiority;
- acts in a persuasive manner, not by command;
- the command leadership style develops subordinates' personal initiative, creative activity, and creates a friendly and work environment in the team.

V. Discussion

The leadership styles mentioned do not occur in their purest form. Every leader's style of work is different in life, but one of the above three styles is more obvious. It is important to take advantage of the positive aspects of management in relation to different employees in different production situations. The leader must act according to the real situation and treat the subordinates according to their personal qualities.

To evaluate the effectiveness of each management method, the American scientist L. Lykert proposed to calculate the coefficient. According to Lykert, this ratio should be 1.9. In other words, a leadership style is considered optimal, purposeful, and effective only if the leader uses about twice as many elements of persuasion as the coercive elements.

In general, the specific features of all three types of leadership in the performance of management functions and in social relations can be summarized in the table below.

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